



2024-25 Grow Your Own Grant Annual Report

Publication Date: January 30, 2026

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Background: Grow Your Own Grant

During the past six years, the number of completers of teacher education programs has declined by nearly 15% (DESE, 2025). While this much of a decline impacts all LEAs, it impacts schools with high percentages of students of color, schools with high percentages of students in poverty and urban and rural schools the most. In addition, the decline makes filling hard-to-staff content areas like special education, math and science more challenging.

Attrition data represents the number of positions the LEAs need to fill from one year to the next. In the state of Missouri, average attrition rate for the last five years is approximately 10% (DESE, 2025). Most vacant positions are filled with new teachers. In our state, not only do too many teachers leave the profession, but also there are fewer and fewer teachers available to replace them. As a result, when an LEA cannot find teachers, they are forced to leave positions vacant or fill vacant positions with teachers who are not certified or teach out of their area of certification.

Having excellent teachers for all students is a goal shared by all schools and the Missouri Department of Elementary and Secondary Education. Recruiting high-quality teachers comes with challenges. By attracting and supporting students and other adults in their home districts to be future teachers, districts are helping to ensure excellent education for all. Research supports growing your own teachers as a viable means of creating a continuous supply of quality, prospective candidates who are reflective of the diverse teacher workforce needs within a local school community.

Grow Your Own programs align with one of the priorities of the Missouri Department of Elementary and Secondary Education: Prepare, develop and support educators to ensure an effective teacher in every classroom and an effective leader in every school. These programs also provide a culture of collaboration between school districts, higher education and communities, serve as a workforce development initiative, and instill community pride when students return to teach.

The Missouri Department of Elementary and Secondary Education aims to address four goals through this grant opportunity:

- I. Increase the learning success of Missouri students under high-quality teaching staff
- II. Address teacher shortages in high-need content and geographic areas across the state
- III. Recruit a better prepared teacher workforce to serve the needs of Missouri students
- IV. Improve teacher retention through school and community supports

The Blue Ribbon Commission recommended that the legislature expand the original grants to establish a sustainable state funded program geared towards paraprofessionals, adults, and/or middle and high school CTE programs. In June 2024, Governor Parsons signed the state budget to include \$2.5 million for GYO Grants. The budgeted item allows 125 districts/LEAs selected on a competitive basis to be awarded a \$10,000 grant and provided funding to 15 educator preparation programs and five community colleges.

Information for this annual report was provided to the Department of Elementary and Secondary Education (DESE) using an online survey that was sent to the lead contact for each participating school district/LEA. A statistical summary of the GYO Grant Program for the 2024-25 school year is included, a map showing statewide distributions of the 125 districts awarded the grant, expenditures completed per district, open-ended responses in Appendix A, and end of year survey data in Appendix B.

The table below identifies the districts that received the grant during the 2024-25 school year.

Academy for Integrated Arts	Farmington R-VII	Lincoln Co. R-III	North St. Francois Co. R-I	Sikeston R-6
Altenburg Dist. #48	Fort Osage R-I	Linn Co. R-I	Northwest R-I	South Callaway R-II
Believe Academy STL	Francis Howell R-III	Lutie R-VI	Osage Co. R-I	Southern Boone Co. R-I
Bloomfield R-XIV	Fredericktown R-I	Macon County R-IV	Park Hill School District	Spokane R-VII
Bolivar R-I	Gallatin R-V	Maplewood Richmond Heights School District	Parkway C-2	Springfield R-XII
Branson R-IV	Gideon 37	Marceline R-V	Platte Co. R-III	St. James R-1
Breckenridge R-I	Glasgow School District	Maries Co. R-II	Pleasant View R-6	St. Joseph School District
Campbell R-II	Guadalupe Centers Charter School	Marshall Public Schools	Potosi R-III	Ste. Genevieve R-II
Carrollton R-VII	Hamilton R-II	Marshfield R-I	Purdy R-II	Stoutland R-II
Carthage R-IX	Hancock Place School District	Maryville R-II	Putnam Co. R-I	Sturgeon R-V
Caruthersville #18	Harrisburg R-VIII	McDonald Co. R-I	Raymore-Peculiar R-II	Summersville R-II
Cassville R-IV	Hume R-VII	Meadville R-IV	Reeds Spring R-IV	Swedeborg R-II
Chillicothe R-II	Independence #30	Mehlville R-IX	Republic R-III	The Soulard School
City Garden Montessori School	Jackson R-II	Miami R-I	Richland R-IV	Twin Rivers R-X
Clark Co. R-1	Jefferson City School District	Milan C-2	Ritenour School District	Van Buren R-1
Clearwater R-I	Kearney R-I	Moberly #81	Riverview Gardens	Van-Far R-I
Clinton School District	Kirkville R-III	Momentum Academy	Rockwood R-VI	Warrensburg R-VI
Columbia #93	Knox County R-I	Montgomery Co. R-II	Savannah R-III	Waynesville R-VI
Couch R-I	La Monte R-IV	Montrose R-XIV	School District of Clayton	Webb City R-VII
Crawford Co. R-II	Laclede Co. C-5, Joel E. Barber School	Mount Vernon R-V	School District of Washington	Wellington-Napoleon R-IX
Crossroads Charter Schools	Lafayette Preparatory Academy	Mountain Grove Schools	School of the Osage	Wentzville R-IV
Dadeville R-II	Lee's Summit R-VII	Mountain View-Birch Tree R-III	Scotland Co. R-I	West St. Francois Co. R-IV
De Soto #73	Leeton R-X	Nevada R-V	Scott Co. R-IV	Wheatland R-II
Diamond R-IV	Lewis Co. C-I	Nixa Public Schools	Sedalia 200	Willard R-II
East Prairie R-II	Liberty 53	North Platte Co. R-I	Seneca R-VII	Wright City R-II

Expenditures of the 2024-25 Grow Your Own Grant Awardees

LEAs were approved to use the GYO grant funds to support a wide variety of activities. Applications for the grant funds had to include a clearly developed plan, strategies, budget information and a plan for evaluation. All grant recipients were required to engage in evaluation activities to identify the degree of success of their overall efforts. The following bulleted items are possible activities that districts could use the GYO grant funds for. The bulleted items are not comprehensive, and districts were allowed to be creative as long as the activities were related to the GYO goals.

- Host events that connect students to teacher education programs and personnel including field trips to campuses and observing classrooms with college students
- Host events that connect students to important community members and stakeholders to demonstrate broad support
- Provide informational trips to other regional schools to allow students to connect with teachers outside their LEA
- Provide stipends to teachers and other LEA staff who coordinate any of these activities
- Provide events for students or send them to existing events to build their interest in the teaching profession (i.e. Opportunity Fairs, College and Career Nights, college campus visits, etc.)
- Create materials that promote the teaching profession like brochures, t-shirts, window clings, pins, etc.
- Develop announcements featuring prominent individuals talking about the importance of teachers in their lives and the teaching profession
- Provide guest speakers, campus visits, and other field trips to middle school students to begin their consideration of the teaching profession
- Host a dinner (celebration) to announce high school students entering a teacher education program and invite parents, mentor teacher and administrators
- Provide stipends to teachers and other LEA staff who coordinate any of these activities
- Invite students to participate in a Teacher Academy, Future Teachers of America chapter, Educators Rising chapter and/or Teacher Cadet Opportunity
- Establish dual credit, dual enrollment opportunities and/or scholarships to support students' education about the teaching profession
- Provide LEA employment to students as a before/after school care aid, tutor, substitute assistant, summer school job, etc.
- Provide scholarships for tuition, room and/or board for students taking teacher education courses
- Provide extra duty stipends or release time for teachers who serve as sponsors for academies, chapters, clubs, or serve as future teacher mentors
- Provide funding to collect school and university data on the efficacy of the GYO strategies and efforts

- Provide funding to support events to publicly share data on the success of students and the program
- Provide stipends to teachers and other LEA staff who coordinate any of these activities

The following table shows the expenditure per district and then provides the funds not spent per district.

FY25 GYO LEA GRANT TOTAL PAYMENT SUMMARY				
CODE	NAME	APPROVED FER AMOUNT	FY25 TOTAL PAYMENT AMOUNT	FUNDS NOT SPENT
048-927	ACADEMY FOR INTEGRATED ARTS	10,000.00	10,000.00	0.00
079-078	ALTENBURG 48	0.00	0.00	10,000.00
115-935	BELIEVE ACADEMY STL	9,000.00	9,000.00	1,000.00
103-131	BLOOMFIELD R-XIV	0.00	10,000.00	0.00
084-001	BOLIVAR R-I	10,000.00	10,000.00	0.00
106-004	BRANSON R-IV	10,000.00	10,000.00	0.00
013-054	BRECKENRIDGE R-I	8,300.00	8,300.00	1,700.00
035-093	CAMPBELL R-II	7,240.57	7,240.57	2,759.43
017-125	CARROLLTON R-VII	0.00	9,999.66	0.34
049-142	CARTHAGE R-IX	7,603.30	7,603.30	2,396.70
078-012	CARUTHERSVILLE 18	10,000.00	10,000.00	0.00
005-123	CASSVILLE R-IV	10,000.00	10,000.00	0.00
059-117	CHILLICOTHE R-II	9,684.89	9,684.89	315.11
115-911	CITY GARDEN MONTESSORI	10,000.00	10,000.00	0.00
023-101	CLARK CO. R-I	10,000.00	10,000.00	0.00
096-102	CLAYTON	1,183.32	1,183.32	8,816.68
111-087	CLEARWATER R-I	10,000.00	10,000.00	0.00
042-124	CLINTON	9,288.00	9,288.00	712.00
010-093	COLUMBIA 93	10,000.00	10,000.00	0.00
075-084	COUCH R-I	9,961.52	9,961.52	38.48
028-102	CRAWFORD CO. R-II	7,714.15	7,714.15	2,285.85
048-926	CROSSROADS CHARTER SCHOOLS	9,003.84	9,003.84	996.16
029-002	DADEVILLE R-II	3,555.00	3,555.00	6,445.00
050-014	DESOTO 73	8,600.00	8,600.00	1,400.00
073-102	DIAMOND R-IV	8,750.00	8,750.00	1,250.00
067-055	EAST PRAIRIE R-II	9,499.13	9,499.13	500.87
094-078	FARMINGTON R-VII	8,991.98	8,991.98	1,008.02
048-066	FORT OSAGE R-I	9,666.31	9,666.31	333.69
092-088	FRANCIS HOWELL R-III	9,529.73	9,529.73	470.27
062-072	FREDERICKTOWN R-I	10,000.00	10,000.00	0.00
031-121	GALLATIN R-V	10,000.00	10,000.00	0.00

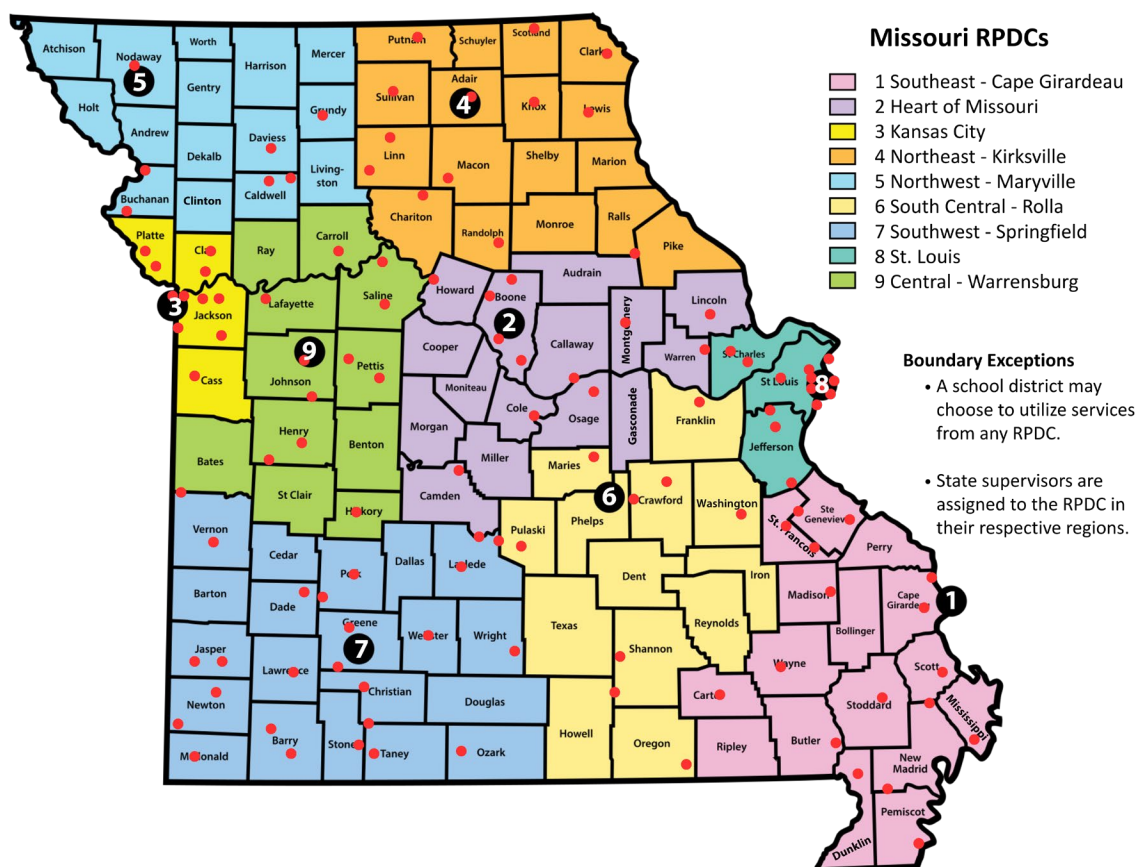
072-073	GIDEON 37	0.00	10,000.00	0.00
045-078	GLASGOW	10,000.00	10,000.00	0.00
048-902	GUADALUPE CENTERS SCHOOLS	5,847.00	5,847.00	4,153.00
013-055	HAMILTON R-II	10,000.00	10,000.00	0.00
096-103	HANCOCK PLACE	10,000.00	10,000.00	0.00
010-092	HARRISBURG R-VIII	10,000.00	10,000.00	0.00
007-125	HUME R-VIII	9,999.95	9,999.95	0.05
048-077	INDEPENDENCE 30	8,217.86	8,217.86	1,782.14
016-090	JACKSON R-II	10,000.00	10,000.00	0.00
026-006	JEFFERSON CITY	10,000.00	10,000.00	0.00
024-086	KEARNEY R-I	10,000.00	10,000.00	0.00
001-091	KIRKSVILLE R-III	10,000.00	10,000.00	0.00
052-096	KNOX CO. R-I	10,000.00	10,000.00	0.00
080-118	LA MONTE R-IV	10,000.00	10,000.00	0.00
053-114	LACLEDE CO. C-5	10,000.00	10,000.00	0.00
115-924	LAFAYETTE PREPARATORY ACADEMY	10,000.00	10,000.00	0.00
048-071	LEE'S SUMMIT R-VII	10,000.00	10,000.00	0.00
051-156	LEETON R-X	9,418.17	9,418.17	581.83
056-017	LEWIS CO. C-1	9,988.36	9,988.36	11.64
024-090	LIBERTY 53	10,000.00	10,000.00	0.00
058-106	LINN CO. R-I	10,000.00	10,000.00	0.00
077-104	LUTIE R-VI	10,000.00	10,000.00	0.00
061-158	MACON CO. R-IV	9,857.13	9,857.13	142.87
096-107	MAPLEWOOD-RICHMOND HEIGHTS	10,000.00	10,000.00	0.00
058-109	MARCELINE R-V	10,000.00	10,000.00	0.00
063-067	MARIES CO. R-II	8,219.30	8,219.30	1,780.70
097-129	MARSHALL	965.10	965.10	9,034.90
112-102	MARSHFIELD R-I	10,000.00	10,000.00	0.00
074-201	MARYVILLE R-II	10,000.00	10,000.00	0.00
060-077	MCDONALD CO. R-I	6,500.00	6,500.00	3,500.00
058-108	MEADVILLE R-IV	10,000.00	10,000.00	0.00
096-094	MEHLVILLE R-IX	8,000.00	8,000.00	2,000.00
097-116	MIAMI R-I	10,000.00	10,000.00	0.00
105-124	MILAN C-2	4,450.00	4,450.00	5,550.00
088-081	MOBERLY	10,000.00	10,000.00	0.00
115-923	MOMENTUM ACADEMY	0.00	5,705.00	4,295.00
070-093	MONTGOMERY CO. R-II	8,606.54	8,606.54	1,393.46
042-121	MONTROSE R-XIV	10,000.00	10,000.00	0.00
114-114	MOUNTAIN GROVE R-III	10,000.00	10,000.00	0.00
046-130	MOUNTAIN VIEW-BIRCH TREE R-III	10,000.00	10,000.00	0.00
055-108	MT. VERNON R-V	5,671.43	5,671.43	4,328.57

108-142	NEVADA R-V	10,000.00	10,000.00	0.00
022-089	NIXA PUBLIC SCHOOLS	9,618.23	9,618.23	381.77
083-001	NORTH PLATTE CO. R-I	5,502.55	5,502.55	4,497.45
094-083	NORTH ST. FRANCOIS CO. R-I	7,556.18	7,556.18	2,443.82
050-001	NORTHWEST R-I	10,000.00	10,000.00	0.00
076-081	OSAGE CO. R-I	7,065.96	7,065.96	2,934.04
083-005	PARK HILL	10,000.00	10,000.00	0.00
096-095	PARKWAY C-2	9,090.93	9,090.93	909.07
083-003	PLATTE CO. R-III	10,000.00	10,000.00	0.00
040-103	PLEASANT VIEW R-VI	10,000.00	10,000.00	0.00
110-029	POTOSI R-III	10,000.00	10,000.00	0.00
005-124	PURDY R-II	9,835.50	9,835.50	164.50
086-100	PUTNAM CO. R-I	10,000.00	10,000.00	0.00
019-142	RAYMORE-PECULIAR R-II	10,000.00	10,000.00	0.00
104-044	REEDS SPRING R-IV	8,042.18	8,042.18	1,957.82
039-134	REPUBLIC R-III	9,872.50	9,872.50	127.50
085-044	RICHLAND R-IV	9,454.00	9,454.00	546.00
096-110	RITENOUR	0.00	0.00	10,000.00
096-111	RIVERVIEW GARDENS	4,190.84	4,190.84	5,809.16
096-091	ROCKWOOD R-VI	3,341.86	3,341.86	6,658.14
002-097	SAVANNAH R-III	10,000.00	10,000.00	0.00
066-105	SCHOOL OF THE OSAGE	9,825.29	9,825.29	174.71
099-082	SCOTLAND CO. R-I	10,000.00	10,000.00	0.00
100-061	SCOTT CO. R-IV	9,976.72	9,976.72	23.28
080-125	SEDALIA 200	10,000.00	10,000.00	0.00
073-106	SENECA R-VII	9,850.00	9,850.00	150.00
100-063	SIKESTON R-6	10,000.00	10,000.00	0.00
014-130	SOUTH CALLAWAY CO. R-II	7,951.49	7,951.49	2,048.51
010-087	SOUTHERN BOONE CO. R-I	8,901.26	8,901.26	1,098.74
022-094	SPOKANE R-VII	8,323.09	8,323.09	1,676.91
039-141	SPRINGFIELD R-XII	10,000.00	10,000.00	0.00
081-094	ST. JAMES R-I	10,000.00	10,000.00	0.00
011-082	ST. JOSEPH	10,000.00	10,000.00	0.00
095-059	STE. GENEVIEVE CO. R-II	10,000.00	10,000.00	0.00
015-001	STOUTLAND R-II	10,000.00	10,000.00	0.00
010-090	STURGEON R-V	9,930.97	9,930.97	69.03
107-153	SUMMERSVILLE R-II	10,000.00	10,000.00	0.00
085-043	SWEDEBORG R-III	9,850.70	9,850.70	149.30
115-932	THE SOULARD SCHOOL	10,000.00	10,000.00	0.00
057-003	TROY R-III	10,000.00	10,000.00	0.00
012-110	TWIN RIVERS R-X	9,999.96	9,999.96	0.04

018-050	VAN BUREN R-I	10,000.00	10,000.00	0.00
004-109	VAN-FAR R-I	8,148.80	8,148.80	1,851.20
051-159	WARRENSBURG R-VI	8,056.32	8,056.32	1,943.68
036-139	WASHINGTON	10,000.00	10,000.00	0.00
085-046	WAYNESVILLE R-VI	8,238.74	8,238.74	1,761.26
049-144	WEBB CITY R-VII	9,662.26	9,662.26	337.74
054-043	WELLINGTON-NAPOLEON R-IX	10,000.00	10,000.00	0.00
092-089	WENTZVILLE R-IV	5,568.42	5,568.42	4,431.58
094-087	WEST ST. FRANCOIS CO. R-IV	10,000.00	10,000.00	0.00
043-002	WHEATLAND R-II	9,691.60	9,691.60	308.40
039-133	WILLARD R-II	9,408.00	9,408.00	592.00
109-002	WRIGHT CITY R-II OF WARREN CO.	9,334.82	9,334.82	665.18
	Totals	1,079,601.75	1,115,306.41	134,693.59

Distribution of the 2024-25 Grow Your Own Grants

The GYO grant was awarded to 125 LEAs/districts across all nine regions. The following map of Missouri and table indicates that significantly more grants were awarded in the Southwest, Southeast, and St. Louis regions with significantly less awarded in Northwest and South Central regions.



Region of the State	Number of Districts with GYO Grant
Southeast (region 1)	17
Heart of Missouri (region 2)	15
Kansas City (region 3)	13
Northeast (region 4)	11
Northwest (region 5)	8
South Central (region 6)	10
Southwest (region 7)	22
St. Louis (region 8)	17
Central (region 9)	11

Appendix A: The following responses are a sample of those that were recorded from applications and surveys completed by 2024-25 GYO recipients. All received applications and survey responses were reviewed and acknowledged.

1. "This grant is an effective way to retain teaching staff because we were able to provide them with financial support to help them get their certification as financial burdens can hinder progress toward certification."
2. "The Grow Your Own Grant was very effective in supplying extra resources for employees and graduates to be able to complete their degree in education or to continue it."
3. "Our district was able to send students to job fairs throughout the region. These fairs included positions in education. A brochure was made and was available to the board, parents, students, community members, employees, etc. about the Grow Your Own Initiative. "
4. "Our district has participated in Grow Your Own Grant for the past three school years to assist non-certified teachers to complete alternative certification programs. During the 2022-2023, 2023-2024, and 2024-2025 school years the district was able to help staff members complete their certification. We were also able to offer prior graduates scholarships for being enrolled and obtaining a degree in education."
5. "During the 2024-2025 school year, our district has been able to provide scholarships to three past graduates and four employees because of the Grow Your Own Grant. The district has also been able to provide support for mentoring, educational resources and other courses to students because of the Grow Your Own Grant."
6. "We used GYO for a variety of strategies. Scholarships are effective particularly for students in high poverty areas who may be lacking resources. Stipends are a well-earned perk and motivating factor for teachers who take on this extra duty. Belonging to an organization is an effective way to keep students engaged and actively working toward their goal. It is also helpful in staying in regular contact with busy students and a way to offer support and a sense of belonging."
7. "Without funds from the GYO grant, there would not have been money to pay a stipend to someone to manage the grant and extra duties like organizing trips and events. Additionally, the grant supplied money for scholarships for students who are just entering college or were current paraprofessionals

who are in our district and completing their certification. Our district was also able to host a teacher academy with workshops and guest speakers due to the GYO grant.”

8. “Being able to offer dual credit courses, tutoring, hands on experiences and providing financial assistance towards certification (scholarships) gives our candidates the support needed to become teachers.”

Indicator	Yes	No
Increasing interest in teaching positions.	89.63%	10.37%
Building a larger teacher candidate pool.	78.57%	21.43%
Recruiting teachers in specific content area.	60.80%	39.20%
Recruiting teachers in schools in hard-to-staff locations.	54.33%	45.67%
Improving student achievement.	77.95%	22.05%

9. “Since implementing the GYO "Teaching As A Profession" internship at our high school, we had 10 students complete the internship and all have committed to an education program post-secondary. We have hired our first internship student as a full-time teacher for the 25-26 school year, and we have acquired several new substitutes for the summer and next school year.”

Appendix B: The following tables show responses to questions presented to GYO grant recipients in a survey at the end of the 2024-25 school year. As shown here, grant recipients reported increased interest in teaching positions, building a larger teaching candidate pool, and improved student achievement as indicators of success of the GYO grant program.

2024-25 Grow Your Own Grant Indicators of Success

As shown here, the most effective strategies included providing scholarships, establishing dual credit, and providing events for students or send students to events.

Effectiveness of Top Five GYO Strategies in 2024-25

Strategy	Very Effective	Somewhat Effective	Ineffective	Did Not Use
Provide scholarships	60.63%	9.45%	1.57%	28.35%
Establish dual credit	50.39%	10.24%	1.57%	37.80%
Provide events for students or send	41.09%	22.83%	1.57%	33.86%
Invite students to participate in FTA, Ed Rising or Teacher Academy	51.18%	15.75%	0.79%	32.28%
Provide LEA employment to students	35.43%	13.39%	2.36%	48.82%

References

DESE. (2025) 2025 Recruitment and Retention Report. Retrieved from
<https://dese.mo.gov/media/pdf/2025-recruitment-and-retention-report>.